

**THE RELATIONSHIP BETWEEN SAFETY MANAGEMENT
PRACTICE AND SAFETY BEHAVIOUR AMONG EMPLOYEES
OF ONE AUTOMOTIVE COMPANY IN MALAYSIA**

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Health Management**



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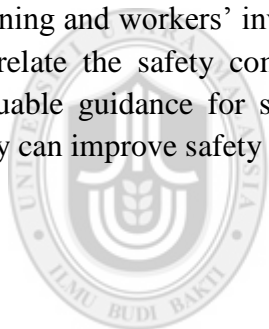


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ABSTRACT

There are limited research and studies been carried out involving Safety Management Practices and Safety Behaviour. Safety awareness programs have been actively conducted to inspire employees' involvement and commitment toward safety, however there are still many accidents and incidents reported involving manufacturing firms. Safety management practices improve working conditions, employees' safety motivation and behavior which in turn will reduce the accidents in workplace. This study measured employee perception on six safety management practices; management commitment, safety training, worker's involvement in safety, safety communication and feedback, safety rules and procedures and safety promotion and policies as the independent as the independent variables and its relationship towards safety behavior; safety compliances and safety participation as dependent variables by conducting a survey using questionnaire among 360 employees of one automotive company in Malaysia. The analysis using SPSS Version 19 software showed that some of the safety management practices have a strong relationship with the safety behavior. Management commitment, safety training and workers' involvement were the safety management practices that highly correlate the safety compliances and safety participation. These results provided valuable guidance for scholars and practitioners in identifying the method where they can improve safety at the workplace.



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ABSTRAK

Terdapatnya kajian yang terhad terhadap amalan-amalan pengurusan keselamatan dan kelakuan keselamatan pekerjaan. Program-program kesedaran keselamatan telah dilakukan secara aktif bagi menggalakkan komitmen kepada keselamatan pekerjaan, walaubagaimanapun kemalangan dan insiden yang tidak diingini yang dilaporkan masih berlaku dengan banyaknya terutama di sector perkilangan. Amalan pengurusan keselamatan pekerjaan yang baik dapat memberi kesan kepada keadaan pekerjaan, motivasi serta kelakuan keselamatan pekerjaan dan seterusnya mengurangkan kemalangan dan insiden yang tidak diingini daripada berlaku. Kajian ini telah mengambil kira enam amalan keselamatan pekerjaan; komitmen pihak pengurusan, latihan keselamatan pekerjaan, penglibatan para pekerja, komunikasi keselamatan dan maklum balas, peraturan dan prosedur keselamatan serta polisi dan promosi keselamatan sebagai pembolehubah bebas dan hubungannya ke atas pematuhan keselamatan pekerjaan dan penyertaan keselamatan pekerjaan sebagai pembolehubah bersandar dengan menjalankan kaji selidik menggunakan soal-selidik antara 360 kakitangan sebuah syarikat automotif di Malaysia. Analisis telah dilakukan dengan menggunakan SPSS versi 19 menghasilkan keputusan bahawa amalan-amalan pengurusan keselamatan pekerjaan mempunyai kaitan yang kuat dan sederhana dengan kelakuan keselamatan. Komitmen pengurusan, latihan keselamatan pekerjaan dan penglibatan para pekerja adalah amalan pengurusan yang paling penting dan memberi hubungan ke atas pematuhan dan penyertaan pekerja terhadap keselamatan pekerjaan. Dapatan ini akan dapat memberi panduan yang baik untuk para pengkaji dan pengamal keselamatan pekerjaan dalam mengenalpasti metod atau cara-cara yang dapat meningkatkan keselamatan pekerjaan di tempat kerja.

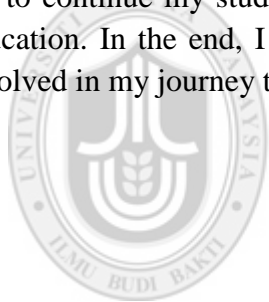
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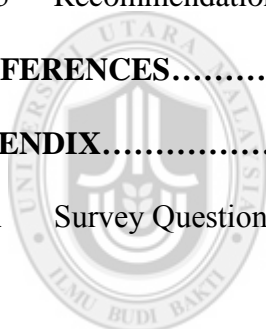
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LIST OF ABBREVIATIONS

DOSH	Department of Occupational Safety and Health
IA	Industrial Accidents
ISO	International Organization for Standardization
ISO/ TS	International Organization for Standardization/ Technical Specification
MC	Medical Certificate
NIOSH	National Institute for Occupational Safety and Health
NPD	Non-Permanent Disability
OHSAS	Occupational Health and Safety Management System
OSH	Occupational Safety and Health
OSHMS	Occupational Safety and Health Management System
PD	Permanent Disability
PPE	Personal Protective Equipment
SHE	Safety, Health and Environment
SMS	Short Messaging System
SOP	Standard Operating Procedures
SPSS	Statistical Package for Social Sciences



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CHAPTER ONE

INTRODUCTION

1.1 INTRODUCTION

Employees who are in the mining, construction, transport and manufacturing are the people most vulnerable to the risk of serious accidents and injuries (Ivancevich, 1995). Vredenburg (2002) in his study revealed that a mere 10 percent of the rate of accidents in the workplace is caused by machinery and physical conditions of the workplace. Meanwhile, other issues are due to the unsafe acts of employees and employee interaction with the systems in the organization (Wilpert, 1994). In addition, workplace injury or occupational injuries also commonly to occur as a result of employee unsafe behaviour, the organization factor and ascending risks of the work environment. Thus, occupational safety and health management provides the legislative framework to secure the safety, health and welfare among all workforces and to protect others against risks to safety or health in connection with the activities of persons at work (Dessler, 2011).

Malaysia, in the field of occupational safety and health is being governed by the Department of Occupational Safety and Health (DOSH). It is a department under the Ministry of Human Resources responsible for ensuring the safety, health and welfare of people at work as well as protecting other people from the safety and health hazards arising from the activities sectors which include manufacturing, mining and quarrying, construction, hotels and restaurant, agriculture, forestry and fishing, transport, storage and communication, public services and statutory authorities, utilities - gas, electricity, water and sanitary services, finance, insurance, real estate

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